

ABSTRACT

This study was conducted to determine the effect of Job Satisfaction, Work Environment and Organizational Commitment on Employee Performance (Study of Pulo Gadung motor vehicle testers in East Jakarta). The object of this research is employees of the Jakarta Transportation Agency in the Motorized Vehicle Testing Unit. This study was conducted on 74 people using quantitative descriptive methods. Based on the responses of respondents, the validity test, normality test, multicollinearity, heteroscedasticity and multiple linear tests were conducted. The results of this study indicate that partially the variable job satisfaction has an effect on performance, the work environment influences the performance and organizational commitment influences employee performance.

Keywords: job satisfaction, work environment, organizational commitment, performance



UNIVERSITAS
MERCU BUANA

ABSTRAK

Penelitian ini dilakukan untuk mengetahui pengaruh Kepuasan Kerja, Lingkungan Kerja dan Komitmen Organisasi Terhadap Kinerja Pegawai (Studi pada pengujian kendaraan bermotor Pulo Gadung Jakarta Timur). Objek penelitian ini adalah karyawan Dinas Perhubungan Jakarta dalam Unit Pengujian Kendaraan Bermotor. Penelitian ini dilakukan terhadap 74 orang karyawan dengan menggunakan metode deskriptif kuantitatif. Berdasarkan tanggapan responden dilakukan uji validitas, uji normalitas, multikolinieritas, heteroskedastisitas dan linier berganda. Hasil penelitian ini menunjukkan bahwa secara parsial variabel kepuasan kerja berpengaruh terhadap kinerja, lingkungan kerja berpengaruh terhadap kinerja dan komitmen organisasi berpengaruh terhadap kinerja karyawan.

Kata kunci: kepuasan kerja, lingkungan kerja, komitmen organisasi, kinerja pegawai.



UNIVERSITAS
MERCU BUANA